

Council minutes

October 18th, 2021

6:00 pm In person

Attending: Cindy Toppin, Marjorie Peterson, Bruce Arndtson, Katy Lindberg, Sadie Reiner and Pastor Geier.

Absent: David Weisser, Abbie Schultz, Pam Hoffman and Deborah Dreher

A motion was made by Cindy to accept the September minutes, Bruce made a second. Minutes approved.

A motion was made to accept the Financial report by Bruce and a second was made by Marjorie, motion passed.

Council reports:

Treasurer Deborah Dreher

Council Action Required

St. Philip's Lutheran Church continues to be in a strong financial position. General Giving, Capital Giving and Misc. Giving are .9% over Budget, and Expenses are 4.93% below Budget.

Old Business:

1. 2020 Annual Financial Audit: Audit Report received. FMT will review findings and determine timeline to complete recommendations, where applicable.
2. Budget Process 2022: Most Ministry Teams submitted budgets numbers to Christine. FMT reviewed first pass of worksheet and found it to be good beginning. Review will continue at the next FMT meeting, November 8, 2021, with final review/approval on December 13, 2021.
3. Volunteer Counting Teams: Response from members indicate there are not enough volunteers to begin the process again. Therefore, until further notice, the current process will remain in place.
4. FMT approved renewal of Property/Casualty and Work Comp policies. P/C premium increase is 11% and WC increase is 9%.
5. Weekly Bulletin Financial Summary: The Summary will be updated to include YTD Actual Expenses, YTD Budget and Prior YTD Actual Expenses.

New Business:

1. Member donation received in the amount of \$15,000 in October. Funds were specifically designated, after 10% tithe, to make an additional principal payment on our mortgage.

Payment will be processing during the month of October 2021, and reflected on October's Financial Reports.

2. FMT is recommending approval for the 2022 Benefit Plan for Pastor Geier. We recommend the same benefit plan/level as 2020 and 2021. The premium percentage of increase is 2.79%

A motion was made by Katy to offer the same health plan for Pastor Geier for 2021-2022 with the increase cost of 2.79%. Cindy offered a second. Motion passed.

Vice President Sadie Reiners

Building & Grounds had its second quarterly meeting September 30th. Seven members were present.

1. Proposals for lawn care and snow removal were received from Precision and Southwinds. Upon review of both proposals, the committee voted to continue its contract with Precision for 2022.
2. Bids have been coming in for replacement of the wall mounted AC units in the old sanctuary and the fellowship room. At present, the committee has bids from Controlled Air only. Controlled Air has quoted a single wall unit at \$6K installed. Bathricks will also provide a bid. Binder has examined the units but has not responded with a bid. It is estimated that it would take \$24,000 to replace all four units. We are having two units bid for the old sanctuary vs the 3 which were installed for high density use which doesn't occur now. Two are needed for the Fellowship Room because at times we have crowds of 100 in that room during dining events.
3. Youth Room AC unit is a 1996 model which is currently losing fluid. Bathricks was able to add fluid in August, so it's limping along still. We have two bids to replace:
\$4900 from Binder, (Lennox Merit 5 ton)
\$5700 from Controlled Air, (Trane XR Series, 5 ton).
The furnace in the Youth room is from 2012, so we are looking at doing only the AC. A bid from Bathricks for the Youth Room and the wall mounted units will come in soon.
4. Steve Wolverton installed a new mixer faucet on the sink in the men's restroom in the old part of the building by the prayer chapel. Many thanks for this work by Steve, who again, as with many team members, saved SPLC considerable service dollars.
5. Bill Pavlish has done fall duties like gathering up the hoses. Paul Swanstrom oversees the fire alarm check-ups. Binder has done its contracted review of its HVAC units including roof inspection. The newest furnace was missed on this visit.

6. Bill will also repair the east door facing the parking lot which has not been closing properly.
7. Biggest project for the B & G team the day before Confirmation, was the changing of ceiling bulbs in the new sanctuary. A team of 6 was needed to support the equipment and provide help to Steve Wolverton and Dave Tank who both “went high” to remove burned out bulbs. Because we had burned out bulbs in the highest part of the room, a lift was rented for the day which is a \$250 expense. Huge appreciation goes to Steve Wolverton who led this effort and now Dave Tank who shares doing the high work not enjoyed by most.
8. For projection purposes, the capital outlay for all AC replacements would total, at minimum, \$30,000.

Serving ministries Pam Hoffman

Stewardship report

The Stewardship Ministry Team is putting its final approval on the bulk mailing to every household which will go out the first week of November. Pledge Sunday is Nov. 21.

Temple talks will begin Oct. 31 and continue through Nov. 14. The scripture verse supporting this year’s emphasis is II Cor. 9:11b, “And when we take your gifts to those who need them, they will break out in thanksgiving to God”.

The theme for 2022 is “The Grace of Giving”. Al Todnem created the logo. A five week devotional book will go to every home with the bulk mailing. A brochure from the committee, a letter from the pastor, a pledge card and return envelope along with the “The Grace of Giving “ book will be make up the mailing.

Lista supports the Stewardship team by formatting the brochure to its specifications. We owe her a big thanks of how well she does this.

Gerri Lundby has become the recruiter of households to write a piece for the newsletter known as “Keeping Connected While We’re Apart”. SIXTY families have now written about their families and perception of living during the pandemic. Gerri does a hand written note card every quarter to the families who have provided a written piece.

Stewardship Ministry Team: Jean Evans, Dan Strehlow, Gerri Lundby, Al Todnem, Sam Willis, Gerry Cardinal and Glenda Schnirring, Chr. Pastor Geier is advisor to the team.

Fellowship Report

We are still waiting for the Bunn coffee system.

On Nov. 7 or 14, Pastor will have a special petition for Veterans and will during announcements acknowledge veterans to stand who are members of the congregation.

Veterans Day cards will be sent out to the 13 military personnel.

Fellowship will be helping with the Halloween Family Fun downtown on 10/31.

As of now we will not be serving treats during the Community Christmas Concert.

Personnel Report Cindy Toppin

HR Report

HR met to discuss market data obtained on certain positions.

We made recommendations on needed adjustments to the Finance Committee for action.

No Council action needed.

Learning ministries Abby Schultz

Faith Formation Committee Meeting

Christmas pageant

In Discussion.

Leaf Raking

- Currently scheduled for October 30 at 1pm (after Opening the Bible class)
- Sarah will print a handout for all confirmation students
- Sign-up sheet in narthex for people who want their lawns raked

Budget Review

Sarah's proposal draft cuts down the total CYF budget by \$500

- This wasn't purposeful, just how it turned out based on projections

Budget was approved by the faith formation committee

Confirmation Retreat Options:

We decided that it would be best to reschedule the retreat for the spring, and if COVID numbers are still a concern, we will then condense it to a one-day trip. In the meantime, Sarah will send out emails to parents with the update, as well as printed handouts for the confirmation students to give their parents.

ELCA Youth Gathering 2022

- As of right now, the Gathering is going forward as planned
- Participants must either be vaccinated or have proof of a recent negative COVID test
- Cancelling the Gathering is still on the table, and if that happens churches will be refunded
- Early Bird registration for congregations ends Nov 21

Info meeting dates: Wednesday October 20th or Sunday October 24th

Upcoming Fundraisers

GLLM/Youth Gathering

- Butter braids
- Italian Dinner & Silent Auction
- Gerten's plant sales

The Youth Gathering adult leader handbook had many ideas for fundraising, including:

Casserole sale: Give youth families foil pans and lids, they fill it with oven-ready casseroles and bring it back, where the church sells them for \$15. This can be done throughout the year.

Lawn mowing: Church hires youth to mow the lawn instead of an outside service. I don't know who we hire for lawn mowing, so this may or may not work for us.

Flocking: We've done this before so we should definitely do it to raise money for the Gathering.

Sell spaces for local businesses (esp. businesses owned by church members) to put their logo on the back of our gathering shirts.

Parents' night out: Pick a Friday night where parents can drop off their kids at the church for a few hours so they can go to dinner (or just have peace and quiet at home!). Set a dollar amount per child and/or have a donation basket— I bet if parents know it's for the Gathering, some of them may be extra generous. The high schoolers could also help out with leading games and activities, and if they're in confirmation, it would also count as service hours.

Gas 2 Go: Set out a new, empty gas can in the narthex. People drop spare change in it, and the money collected will go toward transportation costs.

Preschool Ministry Meeting

Attendance: Lois, Becky, and Lorelei

- 1) M/W/F 26 T/TH 19
- 2) We will be doing greeting card fundraiser starting on October 18th-28th. We are also working with a local company to do T-shirt fundraiser and our continuing scrip fundraiser.

Christmas Program discussion:

A motion was made by Cindy to allow the Preschool Christmas program to move forward with the plan discussed below. However, if CDC guidelines change, we will follow the recommendation. Brace offered a second. Council discussed and it was passed.

“We would like to continue moving forward with our Christmas program for this year. Here is our proposal for how to do a program as safely as possible.

- T/Th classes program would be at 5:30 and M/W/F would be at 6:30. Program would be no more than a half hour leaving time for group to leave before next group comes. (keeping the groups of children who go to school together and not mixing groups of children)
- We would have all three of our large air purifiers running during the programs. One of them would be on the steps by where the children are standing.
- If it is found to be necessary, we could have one group of families use on half of the sanctuary and the other group use the other side. (This may not be as necessary now that it's not found to be as much of a surface borne illness.)
- The program is scheduled for Dec 21st and nothing else at this point is scheduled to be in the church until Christmas Eve on Friday.
- We would have families follow the mask policy that we have expected them to follow at drop off and pickups.
- If any snacks are done, they would be something prepackaged and taken on their way out the door. Nothing home baked or trays that could get little germs on it. Snack to go would also encourage families to leave after without lingering.

These are our ideas on how the program could be run this year. We feel strongly this is an important part of our ministry and would like to move forward with it and feel we have a good plan in place. Please let us know council's thoughts on this plan ASAP as if we are able to do the program we must start practicing Nov. 1st 🙏

- 3) We will be able to apply for the stabilization grant starting next week. So big prayers that this comes through for us!
- 4) Budget was discussed. While it's not where we would want it to be we are thankful to families for donating all of our school supplies, cleaning supplies, and snacks so far this year!
- 5) Not discussed at our meeting but we would like council to know is we are working with the state for water testing for lead. This is important to preschoolers, church members, and staff. We will be in touch to coordinate this effort with the church.
- 7) Next meeting will be on Monday, November 8th at 5:30 pm. “

Worship & Music Report Marjorie Peterson

Worship and Music

Meeting of 10/5

Council action required.

Live - streaming worship planning:

The Company called Live Control, operating out of CA, offers two plans.

1. Approximately \$10,000/year

Lease of equipment (two cameras and encode box), with company being responsible for upkeep of equipment.

2. Approximately \$11,000-\$12,000

Equipment would be sold to SPLC and we would be responsible for upkeep. There would be a monthly fee and at the end of the year, we would own the equipment. Cameras would be operated remotely from CA with someone on site operating accompanying slides. It will be put on the platform of our choice. One camera would be static with a wide angle lens.

Council discussed pros and cons of each option. We advised a committee of more technologically gifted members take a look in the next week or two. Our hope is to have it running for December programs and services.

Other:

In-person worship attendance has been 100-115 per Sunday. On Confirmation Sunday, 200 attended. We are pleased having Sam Willis substitute for Noreen.

Scheduling has been done for musicians through December. Veterans will be recognized in November.

Waste and recycling receptacles are being added at the West entrance door of the sanctuary as requested by a member.

Our budget has been submitted.

Communication and Marketing Bruce Arndtson

Discussed their budget

Looking into cost of using the Walgreens sign for advertising.

Pastors Report

Pastor Geier – October 2021 Council Report

- Our bishop's Fall Theological Conference October 24th-26th was worthwhile both in its subject matter of "Resilience in Uncertain Times" and in being able to reconnect with colleagues I have seen in 2 years. I continue to be thankful to serve where I am serving.

- I completed the online boundaries workshop “Understanding Clergy Sexual Ethics” and look forward to meeting with Bishop Lull and other learners on December 6th.
 - While postponing our confirmation retreat was difficult I believe it was the right decision.
 - There have been no more issues with Adatya Movies freezing our worship services!
 - However, my staff ministry team has once again received fraudulent emails seeking a “discreet favor” involving purchasing gift cards. Just a reminder – I will NEVER ask you via email or text for money. (However, I will ask you face to face to be good stewards of all the blessings which God has entrusted to you.)
 - Looking forward, I will be assisting/leading four ASG sessions on faith and science in November and December.
 - I will be participating in the Hastings Ministerial Association’s ecumenical Thanksgiving service on November 21st at 4:00 at the Harbor Church.
 - I will be assisting my daughter, Madeline, on her move to Asheville, NC the week of November 8th. I will not miss a Sunday and we have adjusted our recording schedule.
 - . I believe that we are all in agreement (correct me if I’m wrong,) that livestreaming our worship is the next necessary step in our long-term worship planning. I have talked with LiveControl, a comprehensive service that provides hardware and a technician to broadcast our worship services. I have included links to both an annual and monthly quote and will go over the differences at our meeting if you like.
Annual Contract: <https://app.hubspot.com/quotes/sdt6uW58mkJ7cK6e>
Monthly Contract: https://app.hubspot.com/quotes/kVpco472dC9JMo_A
I have also spent some time trying to find comparable services looking at the following: <https://filmora.wondershare.com/live-streaming/10-best-live-streaming-services-for-church.html>
- However, as near as I can tell, we would still need to purchase our hardware and have someone on site to operate the cameras. Any insights or new information would be welcome. We generally get at least two or three bids/quotes before making such a commitment, but I haven’t found a comparable vendor.
- I would also like to talk about the protocol the council would like me to follow when someone does not abide by our Covid-19 safety policies.

Additional notes from Council:

- Council agreed that a conversation would include our Congregation is a loving Congregation and we show that by wearing masks to protect our members. If they do not want wear a mask, our online may be a better option for them at this time.
- Pastor also shared, the Pastor emergency fund has some money left so he is going to make a donation toe Hastings family service and the United way.

Closing prayer,
Adjourn 7pm

Dear Council Members,

God is good and works through faithful servants. I just had a conversation with a member who wishes to anonymously contribute around \$10,000 towards our livestream ministry. Although we were already in a position to invest in this new ministry, I believe that this gift will allow us to redirect some of our resources to take care of some of our HVAC issues. I just wanted to share the good news!

Notes submitted by Katy Lindberg with assistance from Cindy Toppin